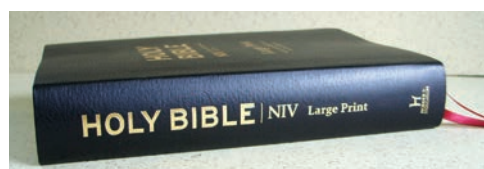


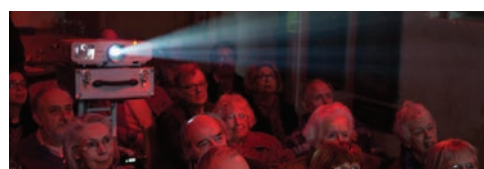
PCC News

The newspaper for all PCC members to help support your church



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St Andrew's Holt installs interactive screen to enable mission

Using modern technology to serve the local community

BY THE REVD CANON HOWARD
STOKER:

"In a bid to improve the facilities we offer, the PCC recently agreed to purchase and install an 80" interactive smart screen and sound bar in the meeting room. The total cost was £4,656 (inc VAT) and, after a very generous donation from a member of the congregation, it was decided that grants would be sought to help the PCC cover the total cost.

"On the advice of the Diocesan Secretary we applied to the Geoffrey Whatling Trust who support charities and organisations working in Norfolk and the Waveney area. After submitting their simple application form, no bigger than one side of A4, we were successful in being awarded £1,500! We also applied to the Diocesan Sharing Good News Fund for £600 using the simple application form from the Diocesan website, and again were successful. The PCC contributed the balance.

"The screen is already being put to good use by the Holt & District Dementia Support Group during their weekly café sessions. It is used at church meetings and by visiting groups for presentations.

"Our deanery youth group recently held a film and pizza evening, and it is used during our 'Open the Church' family activity sessions. Groups from further afield are now aware that we are able to offer an ideal training venue, and recently the Diocese held a vocations day here. Age UK Norfolk are also



using the room and the screen to provide training for the Holt Dementia Friendly Community Project. Other uses will include discipleship courses, confirmation preparation, and our hope is that

"Modern technology is allowing us to use our facilities more creatively for the mission of the Church and to serve the wider community."

the local schools will use our ready-made classroom and the church as a resource for cross-curriculum activities.

"It is encouraging to know that

there are grant making bodies out there who are willing to make small grants available and whose application processes are simple. In fact they seem to make it purposefully easy to apply.

"Small projects that will make a huge difference often fail to happen because of a lack of funds. However, our experience has proved that it is worth applying for even small amounts of money."

Find out more about how to apply for the Sharing Good News Fund and read about more funding success stories on page 4.

The Editor writes:

What an achievement!

Could you do something similar to further engage with your local community?



Preparing for Open Churches Week

Open Churches Week is running from Saturday 6 August through to Sunday 14 August and is a fantastic opportunity to welcome visitors into your church.

The theme this year is 'A Time for Reflection' as 2016 has a number of significant anniversaries, not least the Queen's 90th birthday and continuing to mark the centenaries of WWI.

The week commences with the 9th Norfolk Open Churches Car Run on Saturday 6 August, departing the Cathedral at 9am,

shortly followed by the Diocesan Most Welcoming Church Awards.

If you are planning on hosting events or activities this week please let Caroline Rawlings know so that we can promote them on your behalf. She can be contacted on 01603 882351 or email caroline.rawlings@dioceseofnorwich.org

The Diocese has also produced 6x2ft outdoor banners (shown below) which can be purchased for £30 from <http://shop.dioceseofnorwich.org/products/open-church-banner>

A checklist for PCCs:

- Make sure your church is unlocked (obvious I know!) and that signage promotes it's open
- Is your church and churchyard welcoming? (Uncluttered, clean, fresh flowers, etc.)
- How hospitable is the church? Not every church can offer teas and coffees from high grade kitchens, but do you have a dog bowl?
- Have you got sufficient signage so that people can Gift Aid a donation?
- Have you an upcoming event that you can advertise whilst you have a captive audience?
- Do you have a welcome pack or leaflet visitors can take away? This may encourage them to return.

Church Open

THE CHURCH
OF ENGLAND
Diocese of Norwich



Editorial

By Robert Culyer

Parish Funding Support Officer

01603 882326

robert.culyer@dioceseofnorwich.org



None of us like change, and I am as guilty as the next man, so to be thrust into the position of Editor of your newspaper has been quite daunting.

Before we go any further I have an awkward admission. I have a 'developed' sense of humour which may upset one or two of you. So may I please apologise in advance if anyone mis-interpretes my intentions.

Do not read this... it does not apply to you:

As PCC members you are one of the chosen few, and have been chosen to represent your Church. When we talk about discipleship, so often people only equate this to money. Surely as stewards we should not only give financially but give of our time and energy. When we talk of discipleship we say that our giving should be proportionate to the resources we have, should be regular and should be joyous. Surely this is why our activities as a PCC member should be done with a good heart, and enthusiasm. It is easy to be negative, but why not say 'from now on I will not be down trodden, but will do my best, and will do it with a happy heart'?

As PCC members you should feel that you are the custodians of your Church and, as such, you should want to pass it on to future generations in the best possible order that you can. By this I do not mean just a building, but an organisation that has a place in its local community and a growing congregation. Discipleship is about your relationship with God. We should question the amount that we give and ask the question

'what does this say about the value that I put on the work of God and my Church?' So to say 'oh I am tired and too old to do anymore for my Church' surely does not say the right thing about your stewardship and being a PCC member.

Please do not mis-interpret what I am saying. As volunteers, so many of us have given all our life to the Church. It is therefore important that as members of a church we do not wind down as we approach the end of our time in our Church. Why not put that little bit more of an effort in at the end and leave your Church in its best possible state? Is it right to say everything is hopeless and nothing is achievable? Surely after you have served your time wouldn't it be nice to know that future generations say what a marvellous job you have done? Don't forget... The Responsibility Is Ours.

I have heard stories of successful fundraising events in parishes such as open garden days. When I enquired about doing another one the PCC said that they were too old and too tired, which makes me very sad. More importantly what does that say about the PCC member's relationship with God? Yes, we may be short of manpower, but as part of our growth we need to involve people from the wider community. This could be younger family members or neighbours. Some of you may be outraged by what I have said. But as I said earlier: 'Do not read this. It does not apply to you.'

(Sadly the ones that it applies to won't bother to read my column!)

Are you responsible?

BY ROBERT CULYER:

As members of the PCC, I wonder how many people know the history of PCCs, and what they are required to do?

Until the beginning of the 20th century the administration and finance of the parish were the legal responsibility of the Incumbent and Churchwardens. Parishioners had little say in the running of the church other than the electing of the Churchwardens.

In 1919 PCCs were introduced, and, since then, a number of Acts have defined and refined the composition, functions and rights of the PCC. The rules governing the PCC are set out in the Church Representation Rules. The PCC is a corporate body, a separate legal entity, and is separate from the members of the PCC.

The PCC is a charity by virtue of its objectives, namely the advancement of religion and making provision for public worship, and as a member of the PCC, you are a trustee of the charity.

All individuals on a PCC have, and must accept, ultimate responsibility for directing the affairs of their PCC.

Responsibility includes:-

- **Ensuring compliance - both charity and church law**
- **Duty of prudence - ensuring that the PCC remains solvent; that funds and assets are used wisely; and avoid undertaking activities that might place the PCC's property, funds, assets or reputation at undue risk**
- **Duty of care - as trustees you must exercise reasonable care and skill as trustees, using personal knowledge and experience to ensure that the PCC is well run and efficient.**

As a PCC you are:-

- **collectively responsible for the maintenance of the church buildings and churchyard**
- **the employer of any paid workers**
- **entitled to be consulted about major changes to forms of worship used in the parish and advised about the appointment of a new incumbent.**

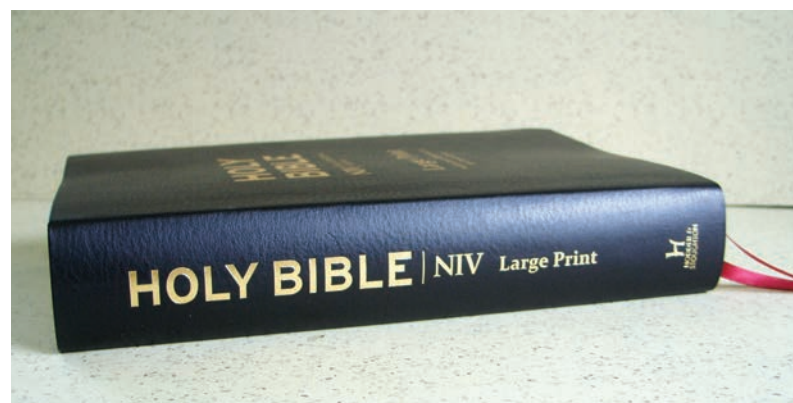
It is also expected that as a PCC you are consulted about any pastoral schemes affecting the parish. One important thing to note is that one or more members from the PCC should be a member of the Deanery Synod to act as a link between the parish and the wider structures of the church. PCC members are elected for a period of three years and then can stand for re-election.

I appreciate that time is limited but as a PCC you sometimes need a health check to ensure that you are operating as an effective body.

In the booklet produced by the Archbishops' Council and Charity Commission they list seven marks of good governance to ensure that you are an effective PCC. I would recommend having a look at this check list and see how many of the boxes that you can tick.

Further bedtime reading can be found on the Parish Resources website, and in particular the eight page booklet entitled 'Trusteeship... An Introduction for PCC Members'.

Download for free at www.parishresources.org.uk/news/trusteeship or contact me for a copy on 01603 882326.



Are your services accessible to those with disabilities?

As a church, hopefully it goes without saying, that we are all inclusive, but sometimes we overlook the little things that we can do to help somebody with a disability. When we hear the word disability we automatically think of a wheelchair, but as many of us know, it means much more than this.

1 in 7 of us in the UK are disabled - 1 in 4 of us are affected by disability in some way.

We need to consider people with learning difficulties, with mental health issues, with autism and with other hidden disabilities. Much of it is easy to accommodate.

Things every church needs to do:

1. Find yourself a good loop system – there are 2.5 million people with hearing impairment in the UK and many of them want to come to church! The profoundly deaf in many cases need to be able to lip read so should be sat near the front of the church. (It seems quite obvious once you have been told this fact, but beards also inhibit deaf people from lip reading, so it is the duty of all our male and female vicars to keep their beards trimmed!)
2. Provide a large print (16 pt) alternative to hymn books, bibles and church newsletters.

For blind members of the congregation hymn books in braille can be ordered from www.rniblibrary.com

3. Agree a strategy for how a wheelchair user will come in and join in with the service. (They don't want to be parked somewhere by themselves.) Binham Church, for example, has altered the slope of its approaching path to accommodate wheelchairs. If you already have a disability plan, is it up-to-date?
4. Get trained. Order the book: 'Making your church accessible to disabled people and their families' (£8) from www.brfonline.org.uk/ 9780857461575

Annual PCC Forms

Thank you to so many of you who have completed and returned the various annual PCC forms required each year. It is really important that every parish does so and you can check if we've received yours at www.dioceseofnorwich.org/churches/forms/returned

All our central mailings and administration use the information you provide on the *Annual Parish Persons Form*, so please ensure this is returned to us as soon as your APCM has taken place. If you have any questions please telephone us on 01603 882322.

Please support our advertisers; their funding makes posting PCC News to every PCC member possible

To advertise in PCC News or any of our other publications, please contact Sally Finn on 01603 882322 or email sally.finn@dioceseofnorwich.org or visit www.dioceseofnorwich.org/advertise



2015 Norfolk Churches Trust Bike Ride raises £100,205

The Norfolk Churches Trust annual bike ride and walk provides a brilliant way of raising money for your own church and for the Norfolk Churches Trust, who provide grants for repairs to church buildings. The aim is to gain sponsorship to visit as many churches as possible during the day.

In 2015 the most raised by one person (M Truman) was an impressive £1,869, and they received a signed certificate of congratulations from the Prince of Wales. The two people who visited the most churches were Barry Eustice representing Fornsett St Peter (55 by bike) and James

Akehurst representing Norwich St Martin at Oak (50 walking).

Taking part in 2016:

Start encouraging your congregation and local non-church members to take part on 10 Sept 2016. You might be surprised at how many people would be happy to join you.

There are over 600 churches and chapels to explore in the county - all of which hold hidden treasures for you to discover - and most importantly they need your help!

Visit www.norfolkchurchestrust.org.uk/sponsored-bike-ride or telephone 01379 677272.

All Saints' new facilities highlighted for their positive impact

Hemblington shortlisted for 'most innovative church community project'

BY: THE NATIONAL CHURCHES TRUST

All Saints, Hemblington was shortlisted for a new competition, jointly run by the National Churches Trust and the Marsh Christian Trust.

The awards are designed to show the positive impact that installing new facilities can have on churches and local communities, and aims to celebrate those churches running the most innovative community activities.

All Saints is a Grade I listed building and was previously underused. The changes included creating level access for people with reduced mobility and a wheelchair accessible toilet. Not only have they increased the number of regular users of the church, but it has also meant that these groups are now able to extend their usage.

The church also formed an events committee to create events and activities to bring together the community in new and traditional ways, particularly around nature and engagement with heritage. New events included presentations by local wildlife experts; a study day on the architecture of the church attended; and a visit from the University of the Third Age.



Matthew McDade, Diocesan Executive Officer for Church Buildings, said: **"It is wonderful to see such a proactive parish achieving greater flexibility in how they use their church. These new facilities will enhance what is already a much-loved building and the local community can be justly proud of what they've accomplished."**

The competition was open to any Christian congregation in the UK who had seen new facilities installed in 2014/15.

The judges' criteria for the shortlist included a demonstrable

social benefit; best practice in management and organisation; and a project that serves deprived or marginalised communities.

Claire Walker, Chief Executive of the National Churches Trust, said: "The National Churches Trust works to ensure that the UK's churches are in good repair and able to serve local people. The impressive shortlist for 'The Marsh Awards for Innovative Projects' demonstrates how churches can do invaluable work for communities if they have the right facilities available..."

We're awaiting confirmation that the Awards are taking place again... once known we'll highlight in PCC News.

Your time

As part of your discipleship do you tithe your time and energy?

For example, there are 168 hours in a week. If we allow 8 hours of sleep per day, this gives us 112 hours per week. 5% of 112 gives us 5.6 hours - time we could give to God's work.

It's important to remember that we should give joyously and proportionately. Just imagine what we could achieve, as a family, if all of us tithed just 5% of our time to the work of God.

LED Lighting

Church buildings need to be well lit in order to be welcoming and safe, but the cost to the environment and the church budget for regular lighting is high.

LED lighting offers an environmental and long-term cost benefit for churches seeking to make the switch.

It is fast becoming a popular solution to the problem of energy efficiency in churches. See www.parishbuying.org.uk for info.

Save time & money on key areas of spend (e.g. energy & paper)

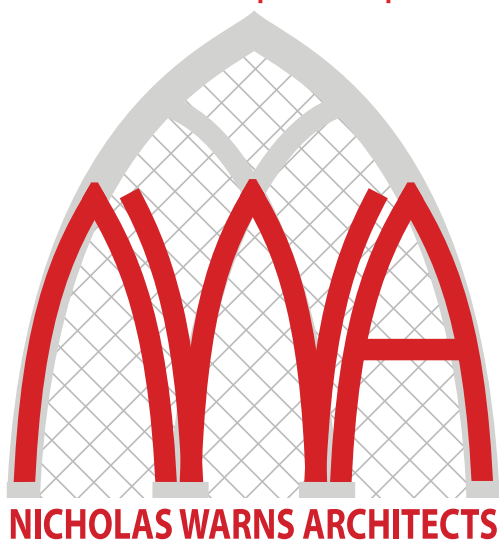
'Parish Buying' was created by the church, for the church, and is delivered by the Church of England's National Procurement

Officers. Through the bulk buying power of the Church of England they negotiate competitive prices with suppliers across a range of

different contracts (like energy, office supplies or insurance).

Visit www.parishbuying.org.uk

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A range of funds and grants are available to churches:

Identifying funding sources using Grant Finder

BY: ROBERT CUYLER

As church-goers I think it is fair to say that we all have the same wish and that is to see our churches as living vibrant places. My fear is that we all become bogged down with paying the bills and maintaining our buildings.

For a change let us all focus on something different. Some of you will have ideas about societies or

activities that you would love to start in your community. Whether it be a local historical society, lunch club, dementia club, toddler group or youth group there will be trusts that will be willing to help fund your inspirational ideas. There are plenty of trusts that like to give to community projects. From where I am sitting starting a club or society is a win win situation. Your church is being used and you are integrating

with your local community. It may even be advantageous to club together with other churches in your Benefice.

So how do you access this money?

The Diocese of Norwich's Grant Finder website is an excellent place to start. To begin go to: www.dioceseofnorwich.org/grantfinder

Click on the 'Open Grant Finder' link.

Then click on 'search for funding' and then register. Make sure that you make a note of your user name and password and you can then return to the site as often as you like.

You will then be required to tick some boxes about your organisation. This sets the parameters for the search. Once you have done this and searched, you will have a list of trusts that may be interested in helping fund your worthy project.

If you do not have an inspirational idea at the moment, please make the effort and have a look at how easy the grant finder tool is to use and do some trial searches. Besides these community based ideas there are also trusts that specifically help with grants for church bells, organs and stained glass repairs, and also general church repairs.

Go on, have a look now!

The Sharing Good News Fund

What is it?

Diocesan grants to encourage mission in local communities.

It is amazing how much information we are bombarded with on a daily basis, so much so we discount a lot of it as irrelevant.

But, hopefully you have heard of the Sharing Good News Fund?

To apply, you will need to have completed your Growth Plan as part of your Committed to Growth process. Those of you that have completed this process will have seen the benefits of having done this. I appreciate it may seem annoying at the time (yet another document/policy), but like all successful organisations you need to know the direction that your organisation is taking.

It reminds me of the time in a previous life, when running a restaurant. Environmental Health officials required all restaurants to keep twice daily checks on fridge temperatures. Initially I was annoyed. What a waste of time, I thought!! BUT one day when we noticed that the temperature of one of the fridges was creeping up, we were able to call in the repair man and it saved me hundreds of pounds in lost food.

So, look at your Growth Plan and see what you could put up to £600 towards, and develop God's mission in your community. The cost of your project has to be a minimum of £800 (the fund will only cover 75% of the total cost of the project) but the project can be a lot more. In some cases it might be advantageous to join with other churches in your benefice and do one, much bigger project.

I appreciate that there is sometimes ill feeling between parishes which originated a mere few hundred years ago, but this may be the window of opportunity to hold out that olive branch of friendship. On the Diocesan website there is a plethora of ideas as to what good uses you can put the money to.

Finally, don't forget to consider issues of insurance and DBS requirements. And don't be afraid to ask advice from your Bishop, Archdeacon or even the Diocesan Secretary. After all, as we all know, they only work on Sundays!

To download the short application form visit www.dioceseofnorwich.org/churches/stewardship/grants/sharing-good-news-fund or contact Robert Cuyler on 01603 882326.



Growing community

BY: JIMMY LOCKHART

St Michael's & All Angels Church in Flordon opened its doors on a new world in July 2013. This was the world of having a shared occupancy with the local village trust, aptly named St Michael's Community Trust.

The Trust had spent 10 years fundraising to revamp the nave and vestry to provide a warm, light and comfortable environment, not only for regular church services, but also typical village hall activities. The development also provided toilet and kitchen facilities. Since opening the facility has seen its usage grow significantly not only as a venue

for parish council meetings but the village now boasts a gardening and craft club.

In early 2014 the Flordon Film Club (FFC) was born and is still going strong showing up to the minute 'box office' films on the 2nd Wednesday of every month. Initially FFC hired the projector and sound equipment from Community Arts East, but in 2015 raised funds to purchase their own.

The total cost was just over £7,000 with the lions share provided by South Norfolk District Council. Some other village organisations donated what they could spare but this still left a small shortfall of just over £600. The Rector, Revd

Adrian Miller, suggested that the Sharing Good News Fund may fit the bill. So in a jiffy he completed the straightforward application form and within a month the money arrived! Good News!

The Editor writes:

Working with the local community trust, Flordon's projects to revamp their building helped to make it an inviting space. Installation of the toilets and kitchen led to a gardening/craft club, film club, and now a thriving community.

Could you start a similar journey?



Highlight church items wanted or for sale

There is a new area on the Diocesan website where parishes can list items which they no longer need and another parish could benefit from; everything from hymn books, altar frontals, chairs/pews, organs etc. To add any items wanted, for sale or free to a good home contact Caroline Rawlings on 01603 882351 or caroline.rawlings@dioceseofnorwich.org. Please note: Faculty permission may be needed to remove or introduce items of furniture into a church.

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The EDP Community Chest Fund

What is it?

The EDP Community Chest Fund, run in association with the Norfolk Community Foundation, was available to a wide range of community groups in the EDP circulation area, including churches. Each month amounts from £250 to £2500 were available.

At present, the fund is suspended, but it may be re-launched later in the year - so watch this space.

We've received many stories from parishes of how churches have taken advantage of the fund to improve their facilities and make them more inviting.



If you were unsuccessful, have you thought of other ideas as to how you can raise this money? Could you contact your local school who may be willing to get involved and have a dress down day?

Don't let the idea go, and keep trying to bring it to reality!



The Editor writes:

St Peter's PCC thought "How can we improve the experience for our visitors?" One answer was to make their outside area more inviting. Just a small thing, but a vast improvement.

St Peter's, Sheringham

BY: CONSTANCE TYCE

"We are extremely grateful to the EDP Community Chest Fund who recently granted us £250 to develop an outside courtyard at St Peter's Church, Sheringham.

"Noah's Ark is a parent and toddler group that is increasing in numbers each week. We have always provided an outside space where children and their parents can explore slightly more messy activities! At present it is rather barren and uninteresting so with the money granted we are planning

to create a space for children and their parents to explore a more natural environment where plants and small creatures can be investigated! We also hope it can be a space for the slightly older members of our congregation to sit outside during the warmer weather.

"If you are ever in our wonderful town of Sheringham, do visit the church to see what we have been able to achieve. However, do give us a few months to complete the project!"

St Laurence's, Brundall

BY: SARAH WILTSHIRE, Churchwarden

In February Brundall PCC was awarded £300 from the Community Chest Fund to spend on a new gas hob in their Church Room.

Building work is due to start shortly on a new extended kitchen which will benefit both the church family and the whole community via youth activities and cafés, lunches and social events for those more older or vulnerable residents or those on the dementia pathway.

The Editor writes:

Money well spent to improve facilities often means more people visiting, and the church being valued and used by the local community.

Installing a new or extended kitchen (like St Laurence's) is an excellent example, enabling the church to be used by community groups in a way it otherwise couldn't be.

Could you do the same?



Photo courtesy of Simon Knott / www.norfolkchurches.co.uk

The Heritage Lottery Fund

What is it?

Parishes are sometimes lucky enough to be awarded a grant from the Heritage Lottery Fund (HLF).

This is good news for both the local congregations and for the church buildings themselves. Different grants are available for differing types of projects.

The Grants for Places of Worship (GPOW) provide between £10,000 - £250,000 and covers urgent structural repairs. Included in this figure is a portion of money that can be used for development work, which equates to improving facilities and/or improving understanding of the building. If development works are being considered parishes are strongly encouraged to speak to either their Archdeacon or the Care and Development of Churches Department at an early stage.

This will provide invaluable input into what is achievable and the discussion may offer up alternatives not thought of locally. An early dialogue can also lessen the chance of hold-ups being reached further down the line, especially if it is proposed to introduce lavatories and/or serveries.

It takes longer than you think, but well worth the journey!

BY: PAUL GOAKES, Fabric Officer

In November 2012 Burnham Overy Church had their Quinquennial which confirmed that the lead roof to the nave needed replacing (the buckets on the floor were a give-away). The PCC also thought that they ought to bring the church into the 20th Century by installing a toilet and a tea point.

In 2013 the architect was asked to prepare schemes and budgets, and a fabric officer was appointed to manage and drive the project forward, recording and reporting back all decisions to the PCC.

The project was registered with the Heritage Lottery Fund (HLF) on 10 September who issued a four page document. This needed details of the Church's significance; details of the project; how it would be managed; and budget costings. This was submitted on 25 September. On 29 October HLF said yes to considering our application and gave guidance on



how to tweak it.

HLF required a detailed description of aims, objectives, need, benefits, activity, management, a maintenance plan, a project plan, risk assessments, project costs, etc.

The architect prepared working drawings. To ensure our application for the faculty went smoothly the architect sent details of the scheme to historical groups. These were subsequently received

and incorporated into the grant application submitted on 27 November 2013.

A refusal letter was received on 10 March 2014. Remedial repairs on the roof moved our need from urgent to poor. Repairs ceased and more buckets were bought!

Undeterred we pressed on and an environmental survey was carried out. Bad news! We had bats! Also archaeological investigations and reports were carried out.

On 3 July a faculty was applied for and it was approved on 26 November. In late October tenders were received.

In early December the Listed Places of Worship Roof Repair Fund came into being. Although our previous application to the HLF had failed we were in a great position as we had all the information and necessary consents completed.

We received the maximum grant offer of £100,000 in March

2015 and on 14 May we received permission to start. £50,000 went into our bank account. Our treasurer did cartwheels. Architects accepted tenders; insurers wanted three metre hoardings up; a roof burglar alarm was fitted during work and after completion; bats access had to be managed; and reptiles accommodated.

Works commenced in June 2015; were monitored; bills paid; VAT reclaimed; neighbours kept happy; suggestions for additional work controlled; and another £40,000 applied for.

(The weather was against us!)

Rectification period of the building contract ended on 14 June 2016 triggering a final inspection of the works to rectify any outstanding items, and then the final grant and VAT was claimed.

In hindsight would we have done it differently? Had we known that the weather was going to be so foul it may have been better to put a temporary roof over the church which would have reduced the construction time, but it would have cost more!

Somehow it always takes longer than you think, but was well worth the journey!

How does your church respond to those in debt?

The Revd James Nash speaks about how the Church in the Woottons is working in partnership with the local Baptist Church, Evangelical Church and CAP to establish a Debt Centre in King's Lynn.



Weighed down by debt?
Free debt counselling in your community



"Christians Against Poverty (CAP) is a national organisation founded by John Kirkby in 1996. He believed that God was calling him to sacrifice his career in finance and use his skills and knowledge of the industry to help the poor.

"CAP has established 290 Debt Centres in partnership with local churches all over the country and between them they support over 12,000 families facing serious debt problems. Although the UK is the sixth largest economy in the world over 9 million people in our country are trapped in serious debt.

"Recently Steve Lane from Little Walsingham spoke at the Church in the Woottons to explain how CAP works. He spoke from personal experience having himself been £57,000 in debt. To hear from Steve about the problems he faced, and how CAP were able to transform his situation and help him get back on his feet was profoundly moving.

"I am very pleased to be able to tell you that The Church in the Woottons, in partnership with King's Lynn Baptist Church and King's Lynn Evangelical Church, are working with CAP to establish a Debt Centre in King's Lynn.

"Emily Hart has been appointed by CAP as the Debt Centre Manager




and as soon as she has completed her training she will begin work.

"Clients will be referred to the local centre and will be visited at home by the Debt Centre Manager. Information about the client's financial situation will be passed on to CAP head office where a dedicated team of 150 professional caseworkers and specialist advisors put together budgets, negotiate with creditors, and assess the best route for each client to become debt free.

"When Jesus began his ministry he said that he had come "to proclaim

good news to the poor, to proclaim freedom for the prisoners and to set the oppressed free" (Luke 4:18).

"It is the responsibility of the Church to offer help and support to the very poorest members of society. By working with CAP locally Christians will be able to help make a real difference to people in real need."

If you would like to know more about the project to establish a CAP Debt Centre and how you could support its work, please email James on jamesnash8@talktalk.net or call **01553 671381**.

The Editor writes:

When we encounter people feeling the weight of debt, struggling to find work or trying to overcome a dependency, how can we respond?

Having information to hand about CAP is a good starting place: visit www.capuk.org or call them on **01274 760720** to order an information pack.

Perhaps you could partner with CAP, like the Church in the Woottons and others in this Diocese have, to set up a debt centre or job club?

Welcoming

Is your church geared up to welcome new people into your parish? Have you a welcome pack that you pop through the door of

new inhabitants? Or do you have other ways of making newcomers feel welcome? Let us know so we can share good practise!

ADVERTORIAL

Can you hear me?

An introduction to church sound systems

Traditionally called public address systems, a sound system designed for a church has, at its core, a primary purpose: to help the congregation hear the spoken word, sermons, readings and testimonies.

To do this the basics are quite simple; a microphone captures the spoken word and an amplifier and speakers broadcast to the congregation. However, although the principle is simple there's no one solution to church sound systems, with each building having unique characteristics that can pose a challenge even to the professionals.

Church buildings often have fabulous acoustics... for live sung performances with plenty of reverberation (echo). But often the spoken word especially from general members of the congregation, becomes unintelligible as the reverberation acts against speech causing the listener to hear a mixture of sounds. With sometimes large areas to cover, the natural spoken word can struggle to be heard clearly throughout the building.

A sound system, with the use of correct equipment and installed professionally, minimises and overcomes the reverberation effects and

amplifies the users enabling the congregation to hear the service clearly.

Although primarily for speech, a modern church sound system should be able to cater for full range music reproduction which often includes the ability to replay pre-recorded organ music and allow devices such as CD, MP3, iPods, laptops etc to connect.

An important consideration is aesthetics. Whilst loudspeakers have to be positioned correctly to be effective, technical advances allow specialist speaker to be very unobtrusive and in some cases almost hidden. Microphones can be equally discrete, and the use of lapel or headworn radio microphones has become standard.

Although in the past some systems required an operator, modern systems using the correct equipment should be able to function without constant adjustments and even adjust automatically so that simply turning on and off is all that's required.

Darren Butler MInstSCE, Sound Engineer

Darren's company, Audio Electronic Design (AED) sponsor PCC News, and his contact details are within the advert below.

Guesthouse & Retreat accommodation



We are an Anglican Religious Community offering guest accommodation for retreat, rest, reflection and renewal. Guided retreats, spiritual direction or a listening ear are available services during your stay. Visit us at our Ditchingham Convent or in Norwich, adjacent to the Shrine of Mother Julian.

Quiet days in 2016 include:

3rd September: New Life taking root - A reflective look at the miracle behind everyday things - like gardening. Learn the art of taking successful cuttings. 10am - 4.30pm **£12**

3rd - 7th October: Mini Individually guided retreat - During this silent retreat you are helped to take the next step on your spiritual journey under the guidance of a prayer guide. Residential from 4pm on Monday - 10am Friday. **£220**

Pastoral... Prayerful... Peaceful...

Community of All Hallows, Ditchingham, Norfolk, NR35 2DT
01986 892749 www.all-hallows.org
charity registration 230143




AUDIO ELECTRONIC DESIGN

Specialising in the supply & installation of high quality, discreet, sound reinforcement, induction loop and audio visual systems for houses of worship since 1989.

Audio Electronic Design, Old Field Barn, Abbey Road, Old Buckenham, Norfolk NR17 1QA. Tel: 01953 860074

Contact: Darren Butler MInstSCE
darren@churchsoundengineer.co.uk

ISCE
The Institute of Sound and Communications Engineers

ADVERTORIAL

Introducing: Devlin Plummer Stained Glass

"We are specialists in the craft of design, conservation and restoration of stained glass windows. From our studios in South Norfolk we have undertaken work on over 500 churches, cathedrals and public buildings throughout East Anglia, the UK and Europe, including Norwich Cathedral, Ely Cathedral, St Albans Anglican Church, Copenhagen and Peterborough Cathedral. Additionally, our skilled team also carries out domestic stained glass design and restoration for buildings old and new."

"We pride ourselves on having an excellent reputation based on the quality of our workmanship and our attention to detail. We work on the conservation of glass dating from the early 14th Century to the present day, the repair of casements and ferramenta, and the supply and installation of window protection. We offer both insitu or studio based conservation."

"We have long experience in inspecting windows and preparing condition reports as required to suit all conservation needs; from short reports to specialist reports for inclusion in quinquennial reports as well as conservation reports in support of faculty applications or to aid grant applications."

Additional services provided:

- insitu cleaning for the removal of candle soot and cobwebs;
- we manufacture black powder coated stainless steel guards and saddle bars for the protection and support of the windows;
- isothermal glazing for the protection of stained glass;
- refurbishing and repairing original iron casements as well as the manufacturing of new ones.

"If you require anymore information please do not hesitate to contact us on **01379 677111** or **mail@dpsg.co.uk**"

Parish outreach programme offered by Cathedral Library



Photo © Paul Hurst

The Editor writes:

Is there someone on your PCC or in your community who is interested in history?

Why not use this fabulous facility to produce a leaflet on your church, and make it available to visitors? You might discover an interesting fact that puts your church on the map! It might be a site of pilgrimage, or where the second Parish Funding Support Officer was burnt at the stake!

Norwich Cathedral Library is now offering a parish outreach programme for understanding, researching and writing about your church's history and mission.

Dr Kristi Bain has been appointed as Parish Outreach Officer to provide guidance on finding available resources, interpreting those resources and integrating

them into church guidebooks, statements of significance and grant applications. She is also undertaking an audio history project for the Cathedral, in which the library hopes parish communities will become involved as it takes shape.

The library hopes that this new focus on parish outreach will

encourage parishioners to learn more about their history and church buildings as well as share the work that they are already doing in their communities.

Dr Bain is available on Fridays, 10.00am-4.30pm. To book a time to see her please call **01603 218443** or email **parishoutreach@cathedral.org.uk**

DEVLIN PLUMMER
STAINED GLASS

SPECIALISTS IN ALL TYPES OF STAINED AND LEADED GLASS

We work on glass dating from the early 14th century to the present day, the repair of casements and ferramenta, supply and installation of window protection. Many of our commissions come direct from PCC's whilst many others are initiated by architects.

To discuss conservation, repair, protection or commissions of stained glass to church windows please contact our studio **01379 677111** www.devlinplummer.co.uk

PCC Heroes: Jean Lindsay

Churchwarden, PCC Secretary and Treasurer at Clippesby Parish Church

BY GEOFF FREEMAN:

Personally, I have known Jean for over 30 years going back to the days of the now deceased Flegg Deanery that was joined with Yarmouth Deanery back in the 1980s. So it was a real pleasure to sit in her drawing room talking about her life, her work and service to Clippesby Church.

Jean was born in Great Yarmouth with her family moving to Clippesby Hall just after the end of World War 2. Her earliest recollection is that of going to Clippesby Church as a young girl aged about 14.

After finishing schooling in Great Yarmouth, she was given the chance of going on an extended holiday to stay with family in Southern Rhodesia; she saw this as a great adventure and an escape to a distant land. The long holiday became much longer and Jean took a job where she met and married her husband John.

They returned to Clippesby in the late 1950s to help run the family business that her father had developed growing a range of glasshouse crops as well as developing a holiday site at the same time. Situated in the heart of Broadland, the business took

off well and it was decided to expand the holiday business and cease the nursery side.

Looking back, Jean has held just about every job possible within the church organisation – too many to list – but at present she is Churchwarden (50+ years), PCC Treasurer and Secretary. I also know that you can add fund raiser, flower arranger, cleaner, choir and plenty more to the list. I asked her had the church changed much over the past 50 years? “Most definitely not, but the people have!” She said that the church was more central in people’s lives whereas nowadays there are so many other things to do on a Sunday; she recalled that when they had a family service they needed to have 75 hymn books!

Although there is only a small population within Clippesby, the church is well used by the local community and the many visitors who come to Norfolk for their holidays. Jean is very positive about the future – she said life does have its ups and downs but she firmly believes that God has a plan for us all.

In recent years, with help from a friend, Jean has been able to raise well over £100,000 with



a successful application to the Heritage Lottery Fund and other grant-making organisations to do urgent repairs to the church. She has also, again with help, produced one of the most stunning websites – do take a look at: www.clippesbychurchandcountryside.co.uk

Ever modest, Jean is always praising others for the work that they do and the support that she

gets but I can assure you that she is the driving force on many of the projects. Just listening to the long list of events planned for this year, it is easy to see why Clippesby Church and its community is thriving, and long may it continue.

A final quote from Jean was that with the repairs to the building and all the activities, the future for Clippesby was looking “very good.”

“Do you know a parish hero?”
If so, we would really like to hear from you. Contact Geoff Freeman on 01630 882328 or geoff.freeman@dioceseofnorwich.org

Think creatively about engaging with youth

Often our perception of the church engaging with youth is simply that of a Friday night youth group.

We live in a beautiful part of the country and when thinking outside the box there are a range of ways we can more creatively engage and interact with young people.

Joining together with surrounding benefices and deaneries to run youth activities is often the best way forward. Here are some ideas:

- could you start an annual walking/hiking holiday for youth with a strong Christian ethic?
- run a monthly youth café;

- begin a ‘One Minute Video’ project, inviting a group of young people to make a series of one minute videos through the year about your church, its services and people;
- have a youth sleepover in your church (they might catch lead thieves in action!).

One idea which started 30 years ago and is still going strong is the Cormorants sailing holiday which takes place every October half term on the Norfolk Broads.

Approximately 25-35 teenagers come together each year to



experience living on-board a boat, living in close quarters with others and learning to get on well for a week, preparing their own food and working together as a team to sail or motor the boat from one place to the next. Bible studies and group

meetings take place in the evenings, although the young people may or may not attend church outside of Cormorants.

If you know of young people who would be interested contact Fiona Turner on commodore@cormorants.org.uk or find out more at www.cormorants.org.uk (Bursaries are available if costs are prohibitive.)

For further ideas or guidance on youth mission, contact the Diocesan Children, Youth & Families Development Officer, Jonathan Richardson, on jonathan.richardson@dioceseofnorwich.org or 01603 882354.

Here to help...

To speak to the most appropriate person at Diocesan House contact:

01603 880853
info@dioceseofnorwich.org

Useful websites

Diocese of Norwich
For local information and updates
www.dioceseofnorwich.org

Diocesan Registry
For advice on registry matters
dioceseofnorwich.org/registry

Caring for God's Acre
Conservation charity for churchyards and burial grounds
www.caringforgodsacre.org.uk

Church of England Churchcare
Lots of information on caring for church building, contents, churchyards and developing your church building
www.churchcare.co.uk

Parish Resources
Information from the Church of England's National Stewardship & Resources team, offering resources to support all aspects of stewardship, administration and management in the local church
www.parishresources.org.uk

Church Legacy
Quick and easy access to essential information for individuals considering leaving a gift in their Will to their local church
www.churchlegacy.org.uk

Heritage Gateway
Contains listings on all listed churches within this Diocese
heritagegateway.org.uk/gateway

PCC News is printed on recycled paper.



BRIGHT MAP

Promote your local church groups & activities

Bright Map is an online map where visitors can search for community groups and activities near to where they live, many run or supported by local churches.

If your church runs a parent & toddler group, coffee morning, art or creative group, choir, group for older people, or other activities, why not add them to the map?

Visit www.brightmap.org/norfolk